



2020-2021 Employee Compensation Package

(BOE approved May 27, 2020)

“Our vision is to be a premier district where every student is prepared to succeed in an ever-changing world.”

This compensation package has been assembled in order to align with our Strategic Plan Goals.

- 1) Success for All Students
- 2) Safe, Healthy and Caring Environment
- 3) Effective and Efficient Operations
- 4) Positively Informed & Engaged Community

Table of Contents

Employee Groups.....	page 3-4
Days Worked.....	page 5
Workers Compensation and Leave Time.....	page 6
Regional Cost Adjustment.....	page 6
Medical Benefits and WY Retirement.....	page 7
Pay Matrices - updated with RCA adjustment	
Certified Teachers.....	page 8
Professional.....	page 9
Admin/Director.....	page 10
Secretary and Office Staff.....	page 11
Supervisory Aides and Paraprofessionals.....	page 12
Food Service and Transportation.....	page 13
Maintenance and Operations.....	page 14
Network and Data Techs.....	page 15
Substitute and Temporary Positions.....	page 16
Athletics and Extra Duty Coaching.....	page 17
Extra Duty Contracts.....	page 18

Employee Groups

Professional Certified Staff & Certified Teachers 187-195 days

Certified Teachers are contracted for 187 days: 175 teaching days and 12 professional development or parent conference days. Instructional Facilitators and other positions may require up to 197 days.

Professional Certified Staff are contracted up to 197 days.

Teachers with National Board Certification as recognized by W.S. 21-7-501 will be afforded additional compensation by the State of Wyoming of \$4,000.00 in December of each year. TCSD#1 receives \$4,000 per Board Certified Teacher, this payment will process through payroll and the net after payroll taxes will be paid to qualified teachers. House Enrolled Act 0120 updated the National Board Certified Teacher (NBCT) program statute to match the way the program has been administered in accordance with Session Laws. The legislature added a cap of 15 years for any teacher certified on or after January 1, 2021 to receive the \$4,000 stipend. Anyone certified before that date will not have the 15-year cap and will continue to receive the \$4,000 stipend as long as they meet the criteria in the statute.

There are some employees who have earned a national certification that is outside the National Board Certification (e.g. Professional Certified Staff). These employees will receive \$2,000, this payment will process through payroll and the net will be paid to qualified professional certified staff.

Newly hired certified staff with in-state teaching experience will be placed on the salary schedule based on the history and structure of the TCSD salary schedules. Certified staff must maintain all Wyoming State certification requirements.

Teachers with out-of-state experience may be placed up to step 7 on the salary schedule with approval by the Superintendent.

Professional Certified Staff and Certified Teachers will receive a contract renewal letter prior to April 15th. If not returning to the district, professional certified staff and certified teachers must complete the resignation portion of the letter and return it to the District Office on or before May 15th.

Coordinators and Directors

237-260 days

Days are determined by job description and contract.

Administrators

195-221 days

Administrators include Principals and Assistant Principals. Administrators will receive notification of renewal or termination prior to April 15th. Renewal letters must be returned to the Superintendent's office on or before May 15th of each calendar year. Days are determined by job description and contract.

Classified

Substitutes do not qualify for benefits. Employees qualify for benefits at 17.5 hours per week.

Office Assistants and Secretaries

School Secretary/Registrar	191-201 days
Attendance Secretary	191-201 days
School Translator	191-201 days

Aides/Paraprofessionals/Permanent Support Specialist 177 days

Compensation is based on a 7.5 hour day with 30 minutes unpaid lunchtime while school is in session. The exceptions to this are the Library Media Center employees. Additional time for Professional Development, special events, and translation needs may be authorized and paid by submitting time cards with Principal/Director approval.

Food Service Employees 175 days

Compensation is based upon hours as determined by the Food Service Director. Any additional days for managers are arranged with the Food Service Director.

Bus Drivers 175 days

When a late return from an activity trip restricts a driver from driving his/her regular route the next morning due to safety considerations, that driver will be compensated for driving time lost.

Maintenance/Custodial Department 237-260 days

Paid holidays include recognized July 4.

Mechanics 237 days

Paid holidays include recognized July 4.

Accounting Clerk 237 days

Paid holidays include recognized July 4.

Network Technician/Data Administrator 237 days

Paid holidays include recognized July 4.

Extra Duty Contracts

All extra duty contracts need approval by Administrator, Superintendent and Board of Education.

Employees must have been employed by Teton County School District #1 for at least 90 working days to qualify for a step increase on any salary schedule if adopted for the next fiscal year. This means the employee must have been hired by April 1st in order to qualify for the compensation package included in the next annual budget. The annual budget is determined by the third Wednesday of July per Wyoming State Statute 16-4-109.

Days Worked by Employee Group

Employee Group	# of Working Days	Start/End Dates	Un-Paid Holidays	Paid Holidays	PTO	Calendar Type**
Certified Teachers - New teachers to TCSD will have up to two more days than returning teachers	187 -or- 189	8/26/20-6/15/21 - or- 8/24/20-6/15/21	Thanksgiving (3 Days) Winter Break (7 Days) Spring Break (10 Days)	N/A	12	10 Mos.
Administrators	ELEM 211 MS 211 HS 221	8/10/20-7/01/21 8/10/20-7/01/21 8/10/20-7/16/21		N/A	12	10 Mos.
School Secretary, Attendance, Translator	191 - or - 201	8/18/20-6/11/21 - or- 8/11/20-6/18/21		N/A	12	10 Mos.
Aides/Paraprofessionals/Perm. Support Spec.	177	8/28/20-6/11/21		N/A	12	10 Mos.
Bus Drivers and Food Service Staff	175	9/01/20-6/11/21		N/A	12	10 Mos.
Counselors - Elementary	190	8/21/20-6/15/21		N/A	12	10 Mos.
Counselors - Secondary	193	8/21/20-6/18/21		N/A	12	10 Mos.
Nurses	187	8/26/20-6/15/21		N/A	12	10 Mos.
Psychologists	193	8/21/20-6/18/21		N/A	12	10 Mos.
Occupational/Speech Therapists	187	8/26/20-6/15/21		N/A	12	10 Mos.
Librarians	187	8/26/20-6/15/21		N/A	12	10 Mos.
Instructional Facilitators	197	8/19/20-6/22/21		N/A	12	10 Mos.
Central Office, Managers, Directors, Coordinators, Maintenance and Custodial	237	7/1/20-6/30/21		July 4th	24	12 Mos.
Central Office Directors, Coordinators, Maintenance and Custodial	260	7/1/20-6/30/21		None	7-see below	34

**10 Month employees are paid on a September to August calendar, Administrators are paid on an August to July calendar, and 12 Month employees (237 days and 260 days) are paid on a July to June calendar.

-Start and end days can vary depending on snow days

-New teachers begin two days before returning teachers

**if a 12 Month employee had qualified for an increase of vacation days by June 30, 2020 and continues to be a 12 month employee, employee will retain the increase earned.

Workers Compensation and Leave Time

Workers Compensation (GCBD)

Workers Compensation is paid for employees in hazardous positions as specified by the State of Wyoming Compensation Division. This includes science lab teachers, shop and woodworking teachers, teachers using power equipment machinery, nurses, special education staff, custodians, groundskeepers, bus drivers, mechanics, and food service workers.

PTO – Paid time off

10 month employees – Receive 12 days of PTO.

12 month 238 day employees – Receive 24 days of PTO

12 month 260 day employees – Receive 24-34 days of PTO depending on position

****if a 12 month employee had qualified for an increase of vacation days by June 30, 2020 and continues to be a 12 month employee, employee will retain the increase earned.**

Employee Engagement Plan

Annually by May 15th, eligible employees may receive a buyback of days earned and not used. If no option is chosen, employees will automatically be enrolled in Option 1.

Unused PTO days up to 75 are paid upon retirement or resignation. The unused PTO days will be paid up to 75 days at a rate annually determined in the compensation package. Barring any unexpected changes in the block grant, the following will be recommended for approval in the compensation package for the 2020-2021 school year.

Full Wyoming Retirement:

Eligible for payback of banked days at .60 of daily rate.

Resignation upon completion of 15 or more years of service:

Eligible for payback of banked days at .50 of daily rate

Resignation upon completion of 10 to 14 years of service:

Eligible for payback of banked days at .30 of daily rate

Option 1

The top 25% of eligible staff who used the least number of PTO days that year shall be qualified for an incentive. Total amount of incentive to be determined by the Board of Trustees no later than the regularly scheduled Board of Education meeting in June of the current year. Unused PTO days are carried over to the following year.

Option 2

After an employee reaches 60 banked PTO days, all PTO days over 60 may be paid at \$100/day up to a limit of the number of earned PTO days accrued in that year.

Option 3

Eligible employees may choose to sell unused PTO days over 60 at 50% of current daily rate and have the funds deposited into a 457 retirement plan.

Child Care Leave

If an employee has been employed by the School District for at least one (1) calendar year or 1,250 hours, the employee may request up to five (5) day paid leave for the birth, adoption, or foster placement of a child. The leave shall not be deducted from the employee's sick leave, personal leave or vacation leave. The employee must request the leave in writing on a personal leave form. See GCC-E-4 Request for Child Care Leave form. The personal leave form must be sent to the Superintendent at least 90 days in advance of the leave if possible. This leave may be used in conjunction with the twelve (12) weeks of FMLA and are subject to the same guidelines, but shall not add days to the twelve (12) weeks allowed by law.

Regional Cost Adjustment (RCA)

TCSD receives an adjustment to our funding based on our cost of living in Teton County. In FY21 the RCA for Teton County is 157% of the Wyoming average.

The RCA has been applied to steps, lanes, and increases in health insurance and WY Retirement contributions.

Medical Benefits

TCSD provides a health insurance program provided by Wyoming Educators' Benefit Trust and administered by Blue Cross Blue Shield (BCBS) of Wyoming. TCSD has created plan options to suit each employee's needs. The options are outlined below.

Certified staff are eligible for insurance coverage the first of the month following their date of employment. Classified staff are eligible for insurance coverage the first of the month following 60 days of employment. Teton County School District #1 employee Health Insurance Options are as follows:

Options		Single	Emp + Depend.	Emp + Spouse	Family
Funding level FY21	Traditional Plan Options	\$1000 Ded/\$35 CoPay \$ 677.00	\$ 1,120.00	\$ 1,331.00	\$ 1,803.00
	Options	\$2500 Ded/\$45 CoPay \$ 579.00	\$ 959.00	\$ 1,139.00	\$ 1,544.00
	High Deductible Option	3500 HDHP \$ 547.00	\$ 906.00	\$ 1,076.00	\$ 1,459.00
	Matching	457/HSA matching \$ 34.00	\$ 34.00	\$ 34.00	\$ 34.00
** If a traditional plan is selected, the employee is not eligible to contribute to an HSA account.					
TCSD will fund each employee health plan at the \$2500 Traditional Plan Level.					
Employees are eligible to choose the lower deductible traditional plan and pay the difference. Rates are below and represent monthly cost.					
		\$ 98.00	\$ 161.00	\$ 192.00	\$ 259.00
Employees are eligible to choose the high deductible plan and receive the difference in premiums in an HSA account. Contribution amounts are below and represent monthly amounts.					
		\$ 32.00	\$ 53.00	\$ 63.00	\$ 85.00

The Traditional \$2500 deductible plan is a no cost option for employees. Each employee will have the option of paying the additional premium for electing the Traditional \$1500 deductible plan, or electing the High deductible \$3500 plan and contribute the cost difference between the Traditional \$2500 deductible plan and the High deductible \$3500 plan in an HSA account.

Wyoming Retirement System

TCSD participates in the Wyoming Public Employee Pension Plan that provides pension benefits to our eligible employees. Both the employer and employee contribute percentages of wages to the system. Information on this retirement plan can be found at <http://retirement.state.wy.us/> and at workshops held in the district during the school year. Continuing with a strategy to gradually adjust contribution rates for the pension plan, lawmakers approved rate increases that are phased in over time. The following is an overview of the increases that have, or will, be implemented through Wyoming State Statute 9-3-412.

Effective Date	(1) Employee Out-of-Pocket Contribution	(2) Employee Portion Paid by Employer	(3) Employer Portion	(4) Employer Out-of-Pocket Contribution (=2+3)	(5) Total Contribution (=1+4)
7/1/2017	2.68%	5.57%	8.37%	13.94%	16.62%
7/1/2018	2.93%	5.57%	8.62%	14.19%	17.12%
7/1/2019	3.18%	5.57%	8.87%	14.44%	17.62%
7/1/2020	3.43%	5.57%	9.12%	14.69%	18.12%
7/1/2021	3.68%	5.57%	9.37%	14.94%	18.62%

Certified Teachers – Including certified classroom teachers, librarians, instructional facilitators, and MTSS interventionists. Certified teachers are offered continuing contracts per Wyoming state statute 21-7-104.

Lane -> Step	BA+00	BA+30	MA+00	MA+30	MA+45	DOC
1	\$61,689.60	\$65,129.39	\$69,456.80	\$73,217.76	\$76,063.68	\$78,500.80
2	\$62,491.52	\$65,976.07	\$70,359.52	\$74,169.76	\$77,052.64	\$79,521.12
3	\$63,303.52	\$66,833.76	\$71,274.56	\$75,134.08	\$78,053.92	\$80,554.88
4	\$64,126.72	\$67,702.88	\$72,200.80	\$76,110.72	\$79,068.64	\$81,602.08
5	\$64,961.12	\$68,583.20	\$73,139.36	\$77,100.80	\$80,096.80	\$82,662.72
6	\$65,805.60	\$69,474.72	\$74,090.24	\$78,103.20	\$81,138.40	\$83,737.92
7	\$66,660.16	\$70,377.44	\$75,053.44	\$79,117.92	\$82,192.32	\$84,826.56
8	\$67,527.04	\$71,292.48	\$76,028.96	\$80,147.20	\$83,260.80	\$85,928.64
9	\$68,405.12	\$72,218.72	\$77,017.92	\$81,188.80	\$84,343.84	\$87,046.40
10	\$69,294.40	\$73,158.40	\$78,019.20	\$82,243.84	\$85,440.32	\$88,177.60
11		\$74,109.28	\$79,032.80	\$83,313.44	\$86,551.36	\$89,324.48
12		\$75,072.48	\$80,060.96	\$84,396.48	\$87,675.84	\$90,484.80
13		\$76,048.00	\$81,101.44	\$85,492.96	\$88,816.00	\$91,661.92
14		\$77,036.96	\$82,155.36	\$86,605.12	\$89,970.72	\$92,853.60
15		\$78,038.24	\$83,223.84	\$87,730.72	\$91,140.00	\$94,059.84
16			\$84,305.76	\$88,870.88	\$92,324.96	\$95,282.88
17			\$85,401.12	\$90,026.72	\$93,525.60	\$96,521.60
18			\$86,512.16	\$91,197.12	\$94,740.80	\$97,776.00
19			\$87,636.64	\$92,382.08	\$95,972.80	\$99,047.20
20			\$88,775.68	\$93,583.84	\$97,220.48	\$100,335.20
21					\$97,852.16	\$100,987.04
22					\$98,488.32	\$101,643.36
23					\$99,127.84	\$102,304.16
24					\$99,772.96	\$102,969.44
25					\$100,421.44	\$103,639.20
26						\$104,312.32
27						\$104,989.92
28						\$105,673.12
29						\$106,359.68
30						\$107,050.72

*** Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Professional Certified Staff – Including but not limited to nurses, counselors, psychologists, and speech and occupational therapists.

Lane -> Step	BA+00	daily rate over 187	BA+30	daily rate over 187	MA+00	daily rate over 187	MA+30	daily rate over 187	MA+45	daily rate over 187	DOC	daily rate over 187
1	\$61,689.60	\$329.89	\$65,129.39	\$348.29	\$69,456.80	\$371.43	\$73,217.76	\$391.54	\$76,063.68	\$406.76	\$78,500.80	\$419.79
2	\$62,491.52	\$334.18	\$65,976.07	\$352.81	\$70,359.52	\$376.25	\$74,169.76	\$396.63	\$77,052.64	\$412.05	\$79,521.12	\$425.25
3	\$63,303.52	\$338.52	\$66,833.76	\$357.40	\$71,274.56	\$381.15	\$75,134.08	\$401.79	\$78,053.92	\$417.40	\$80,554.88	\$430.77
4	\$64,126.72	\$342.92	\$67,702.88	\$362.05	\$72,200.80	\$386.10	\$76,110.72	\$407.01	\$79,068.64	\$422.83	\$81,602.08	\$436.37
5	\$64,961.12	\$347.39	\$68,583.20	\$366.76	\$73,139.36	\$391.12	\$77,100.80	\$412.30	\$80,096.80	\$428.33	\$82,662.72	\$442.05
6	\$65,805.60	\$351.90	\$69,474.72	\$371.52	\$74,090.24	\$396.20	\$78,103.20	\$417.66	\$81,138.40	\$433.90	\$83,737.92	\$447.80
7	\$66,660.16	\$356.47	\$70,377.44	\$376.35	\$75,053.44	\$401.36	\$79,117.92	\$423.09	\$82,192.32	\$439.53	\$84,826.56	\$453.62
8	\$67,527.04	\$361.11	\$71,292.48	\$381.24	\$76,028.96	\$406.57	\$80,147.20	\$428.59	\$83,260.80	\$445.24	\$85,928.64	\$459.51
9	\$68,405.12	\$365.80	\$72,218.72	\$386.20	\$77,017.92	\$411.86	\$81,188.80	\$434.16	\$84,343.84	\$451.04	\$87,046.40	\$465.49
10	\$69,294.40	\$370.56	\$73,158.40	\$391.22	\$78,019.20	\$417.21	\$82,243.84	\$439.81	\$85,440.32	\$456.90	\$88,177.60	\$471.54
11			\$74,109.28	\$396.31	\$79,032.80	\$422.64	\$83,313.44	\$445.53	\$86,551.36	\$462.84	\$89,324.48	\$477.67
12			\$75,072.48	\$401.46	\$80,060.96	\$428.13	\$84,396.48	\$451.32	\$87,675.84	\$468.85	\$90,484.80	\$483.88
13			\$76,048.00	\$406.67	\$81,101.44	\$433.70	\$85,492.96	\$457.18	\$88,816.00	\$474.95	\$91,661.92	\$490.17
14			\$77,036.96	\$411.96	\$82,155.36	\$439.33	\$86,605.12	\$463.13	\$89,970.72	\$481.13	\$92,853.60	\$496.54
15			\$78,038.24	\$417.32	\$83,223.84	\$445.05	\$87,730.72	\$469.15	\$91,140.00	\$487.38	\$94,059.84	\$502.99
16					\$84,305.76	\$450.83	\$88,870.88	\$475.25	\$92,324.96	\$493.72	\$95,282.88	\$509.53
17					\$85,401.12	\$456.69	\$90,026.72	\$481.43	\$93,525.60	\$500.14	\$96,521.60	\$516.16
18					\$86,512.16	\$462.63	\$91,197.12	\$487.69	\$94,740.80	\$506.64	\$97,776.00	\$522.87
19					\$87,636.64	\$468.65	\$92,382.08	\$494.02	\$95,972.80	\$513.22	\$99,047.20	\$529.66
20					\$88,775.68	\$474.74	\$93,583.84	\$500.45	\$97,220.48	\$519.90	\$100,335.20	\$536.55
21									\$97,852.16	\$523.27	\$100,987.04	\$540.04
22									\$98,488.32	\$526.68	\$101,643.36	\$543.55
23									\$99,127.84	\$530.10	\$102,304.16	\$547.08
24									\$99,772.96	\$533.55	\$102,969.44	\$550.64
25									\$100,421.44	\$537.01	\$103,639.20	\$554.22
26											\$104,312.32	\$557.82
27											\$104,989.92	\$561.44
28											\$105,673.12	\$565.10
29											\$106,359.68	\$568.77
30											\$107,050.72	\$572.46

**** Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Administrator/Director/Central Office Salary Schedule

237-261 day schedule	\$62,000 - \$152,000
<hr/>	
Directors, Coordinators, and Managers	

195-220 day schedule	\$95,000 - \$135,000
<hr/>	
Administrators	

Administrators and Directors are eligible for education compensation of \$5,706.49 for a doctorate degree.

*** Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Secretaries and Office Staff

Step	Level 1: Secretary	Level 2: Secretary	Central Office Staff
Days>	175 / 191 / 201	201 / 238	238
1	\$19.57	\$23.13	\$23.13
2	\$20.13	\$23.69	\$23.69
3	\$20.69	\$24.25	\$24.25
4	\$21.25	\$24.81	\$24.81
5	\$21.81	\$25.37	\$25.37
6	\$22.37	\$25.93	\$25.93
7	\$22.93	\$26.49	\$26.49
8	\$23.49	\$27.05	\$27.05
9	\$24.05	\$27.61	\$27.61
10	\$24.61	\$28.17	\$28.17
11	\$25.17	\$28.73	\$28.73
12	\$25.73	\$29.29	\$29.29
13	\$26.29	\$29.85	\$29.85
14	\$26.85	\$30.41	\$30.41
15	\$27.41	\$30.97	\$30.97
16	\$27.97	\$31.53	\$31.53
17	\$28.53	\$32.09	\$32.09
18	\$29.09	\$32.65	\$32.65
19	\$29.65	\$33.21	\$33.21
20	\$30.21	\$33.77	\$33.77
21	\$30.77	\$34.33	\$34.33
22	\$31.33	\$34.89	\$34.89
23	\$31.89	\$35.45	\$35.45
24	\$32.45	\$36.01	\$36.01
25	\$33.01	\$36.57	\$36.57

*** Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Aides/Paraprofessionals

Step	<u>Aide</u>	<u>Paraprofessional</u>	<u>Certified Paraprofessional</u>
1	\$17.04	\$18.27	\$20.51
2	\$17.60	\$18.83	\$21.07
3	\$18.16	\$19.39	\$21.63
4	\$18.72	\$19.95	\$22.19
5	\$19.28	\$20.51	\$22.75
6	\$19.84	\$21.07	\$23.31
7	\$20.40	\$21.63	\$23.87
8	\$20.96	\$22.19	\$24.43
9	\$21.52	\$22.75	\$24.99
10	\$22.08	\$23.31	\$25.55
11	\$22.64	\$23.87	\$26.11
12	\$23.20	\$24.43	\$26.67
13	\$23.76	\$24.99	\$27.23
14	\$24.32	\$25.55	\$27.79
15	\$24.88	\$26.11	\$28.35
16	\$25.44	\$26.67	\$28.91
17	\$26.00	\$27.23	\$29.47
18	\$26.56	\$27.79	\$30.03
19	\$27.12	\$28.35	\$30.59
20	\$27.68	\$28.91	\$31.15
21	\$28.24	\$29.47	\$31.71
22	\$28.80	\$30.03	\$32.27
23	\$29.36	\$30.59	\$32.83
24	\$29.92	\$31.15	\$33.39
25	\$30.48	\$31.71	\$33.95

** Certified Paraprofessional lane is based on those positions that require certification.

*** Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Food Service/Transportation

Step	Cook/Cashier	Food Service Manager	Level 1: Bus Driver	Level 2: Bus Driver	Mechanic	Head Mechanic
Days>	175	175	175	175	238	238
1	\$16.78	\$18.16	\$19.35	\$21.85	\$26.71	\$27.92
2	\$17.34	\$18.72	\$19.91	\$22.41	\$27.27	\$28.48
3	\$17.90	\$19.28	\$20.47	\$22.97	\$27.83	\$29.04
4	\$18.46	\$19.84	\$21.03	\$23.53	\$28.39	\$29.60
5	\$19.02	\$20.40	\$21.59	\$24.09	\$28.95	\$30.16
6	\$19.58	\$20.96	\$22.15	\$24.65	\$29.51	\$30.72
7	\$20.14	\$21.52	\$22.71	\$25.21	\$30.07	\$31.28
8	\$20.70	\$22.08	\$23.27	\$25.77	\$30.63	\$31.84
9	\$21.26	\$22.64	\$23.83	\$26.33	\$31.19	\$32.40
10	\$21.82	\$23.20	\$24.39	\$26.89	\$31.75	\$32.96
11	\$22.38	\$23.76	\$24.95	\$27.45	\$32.31	\$33.52
12	\$22.94	\$24.32	\$25.51	\$28.01	\$32.87	\$34.08
13	\$23.50	\$24.88	\$26.07	\$28.57	\$33.43	\$34.64
14	\$24.06	\$25.44	\$26.63	\$29.13	\$33.99	\$35.20
15	\$24.62	\$26.00	\$27.19	\$29.69	\$34.55	\$35.76
16	\$25.18	\$26.56	\$27.75	\$30.25	\$35.11	\$36.32
17	\$25.74	\$27.12	\$28.31	\$30.81	\$35.67	\$36.88
18	\$26.30	\$27.68	\$28.87	\$31.37	\$36.23	\$37.44
19	\$26.86	\$28.24	\$29.43	\$31.93	\$36.79	\$38.00
20	\$27.42	\$28.80	\$29.99	\$32.49	\$37.35	\$38.56
21	\$27.98	\$29.36	\$30.55	\$33.05	\$37.91	\$39.12
22	\$28.54	\$29.92	\$31.11	\$33.61	\$38.47	\$39.68
23	\$29.10	\$30.48	\$31.67	\$34.17	\$39.03	\$40.24
24	\$29.66	\$31.04	\$32.23	\$34.73	\$39.59	\$40.80
25	\$30.22	\$31.60	\$32.79	\$35.29	\$40.15	\$41.36

*** Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Notes:

Safety Bonus = \$500 for eligible classified staff.

Maintenance & Operations

Step	Custodian	Maintenance Tech	Certified Maintenance Tech	Licensed Professional
1	\$17.34	\$21.69	\$30.65	\$37.65
2	\$17.90	\$22.25	\$31.21	\$38.21
3	\$18.46	\$22.81	\$31.77	\$38.77
4	\$19.02	\$23.37	\$32.33	\$39.33
5	\$19.58	\$23.93	\$32.89	\$39.89
6	\$20.14	\$24.49	\$33.45	\$40.45
7	\$20.70	\$25.05	\$34.01	\$41.01
8	\$21.26	\$25.61	\$34.57	\$41.57
9	\$21.82	\$26.17	\$35.13	\$42.13
10	\$22.38	\$26.73	\$35.69	\$42.69
11	\$22.94	\$27.29	\$36.25	\$43.25
12	\$23.50	\$27.85	\$36.81	\$43.81
13	\$24.06	\$28.41	\$37.37	\$44.37
14	\$24.62	\$28.97	\$37.93	\$44.93
15	\$25.18	\$29.53	\$38.49	\$45.49
16	\$25.74	\$30.09	\$39.05	\$46.05
17	\$26.30	\$30.65	\$39.61	\$46.61
18	\$26.86	\$31.21	\$40.17	\$47.17
19	\$27.42	\$31.77	\$40.73	\$47.73
20	\$27.98	\$32.33	\$41.29	\$48.29
21	\$28.54	\$32.89	\$41.85	\$48.85
22	\$29.10	\$33.45	\$42.41	\$49.41
23	\$29.66	\$34.01	\$42.97	\$49.97
24	\$30.22	\$34.57	\$43.53	\$50.53
25	\$30.78	\$35.13	\$44.09	\$51.09

*** Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Network & Data Technicians

Step	Technician	Technician +
1	\$31.16	\$35.38
2	\$31.72	\$35.94
3	\$32.28	\$36.50
4	\$32.84	\$37.06
5	\$33.40	\$37.62
6	\$33.96	\$38.18
7	\$34.52	\$38.74
8	\$35.08	\$39.30
9	\$35.64	\$39.86
10	\$36.20	\$40.42
11	\$36.76	\$40.98
12	\$37.32	\$41.54
13	\$37.88	\$42.10
14	\$38.44	\$42.66
15	\$39.00	\$43.22
16	\$39.56	\$43.78
17	\$40.12	\$44.34
18	\$40.68	\$44.90
19	\$41.24	\$45.46
20	\$41.80	\$46.02
21	\$42.36	\$46.58
22	\$42.92	\$47.14
23	\$43.48	\$47.70
24	\$44.04	\$48.26
25	\$44.60	\$48.82

*** Regional Cost Adjustment (RCA) is an annual adjustment that is expected to fluctuate from year to year, salaries will be adjusted up or down as the RCA is updated.

Substitutes & Temporary positions

Substitute Teacher Pay

	Substitute pay
1/2 day plus lunch	\$80.00
Full day	\$160.00
Long-term	\$250.00

Substitute rate for all classified positions is \$14.98/hour. Including Food Service, Paraprofessionals, Secretaries, and Custodians.

Substitute pay for administration positions will be evaluated based on experience and skills on an individual basis.

Substitute rate for transportation will be paid at \$17.28/hour.

Temporary positions are often IT help filled by students during the summer.

Temporary positions will be paid between \$7.25/hour-\$14.25/hour depending on position and responsibilities. All Temporary positions must be approved by the superintendent.

Athletics and Extra Duty Coaching

Percentage of Base	Amount
20.00%	\$11,304.00
19.00%	\$10,738.00
18.00%	\$10,173.00
17.00%	\$9,608.00
16.00%	\$9,043.00
15.00%	\$8,478.00
14.00%	\$7,913.00
13.00%	\$7,348.00
12.00%	\$6,783.00
11.00%	\$6,217.00
10.00%	\$5,652.00
9.00%	\$5,086.00
8.00%	\$4,522.00
7.00%	\$3,956.00
6.00%	\$3,391.00
5.00%	\$2,826.00
4.00%	\$2,260.00
3.00%	\$1,696.00
2.00%	\$1,130.00
1.00%	\$565.00

Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
Football	Swimming	Tennis	MS coaches	Band	Choir	Special O	NHS	JHHS Clubs	MS Clubs
Basketball	Cross Country	Golf		Fall Play	Orchestra	MS Robotics	Student Gov	MS Stdnt Cncl	
Volleyball	Soccer	Dance		Spring Play	Drama	MS Climbing			
Robotics (head)	Track	Cheer							
	Skiing	Mountaineering							
	Speech								
	Wrestling								
	Robotics (asst)								

Years Experience - Percentage of base

Head		Head		Head		Head		Head		Head	
10+	16%	10+	13%	10+	9%	10+	8%	6%	5%	4%	3%
7-9	15%	7-9	12%	7-9	8%	7-9	7%				
4-6	14%	4-6	11%	4-6	7%	4-6	6%				
1-3	13%	1-3	10%	1-3	6%	1-3	5%				
Asst		Asst		Asst		Asst		Asst		Asst	
10+	12%	10+	10%	10+	7%						
7-9	11%	7-9	9%	7-9	6%						
4-6	10%	4-6	8%	4-6	5%						
1-3	9%	1-3	7%	1-3	4%						

Extra Duty Contract Assignments

Non-Contract Days (as defined by summer, holiday, or weekend days outside approved schedule):

Extra Duty Purpose	Pay Rate	Method
To Attend a Teaching/Learning Event	\$250/Day	Addenda
Teaching (planning time included)	\$350/Day \$175/Half Day	Addenda Addenda

Contract Day Teaching & Extra Duty:

Extra Duty Purpose	Pay Rate	Method
Planning Time Prof. Dev. Course	\$30/Hr.	Time Card
Stipends	\$250/Day	Addenda

(project to achieve a specific goal, objective w/deliverables, additional responsibilities)

**must be approved in advance by appropriate Administrator, Personnel Action Request (PAR) for Addenda required for all Assignments exceeding \$500, Time Cards or Stipend forms are appropriate for assignments less than \$500, a Day is considered 6.5 to 8 hours, some trainings are considered part of professional responsibility and may only be paid for planning

Extra Duty Purpose	Pay Rate	Method
--------------------	----------	--------

Additional Duty Contracts - The following positions are paid on a contract exceeding the standard:

Head Teacher (KES,MES)	\$3,000.00	Addenda
National/Tech Certification-Variou	\$2,000.00	Addenda
National Board Certification (administrators)	\$4,000.00	Addenda
Extended Day/Summer School	Work hours outside contract day/year	Addenda

Extended Contracts - The following positions are paid on a contract exceeding the standard:

-Special Education-Extended School Year Services	Regular Rate
-Secondary Supervisory Aides-Librarian, additional 3 days	Regular Rate

Fund 20 - Grant Funded Addenda

National Board Certification	\$4,000.00	Addenda
Program Specific Assignments	Various	Addenda

Classified Staff Addenda

Transportation Safety Award	\$500.00	Addenda
-----------------------------	----------	---------

1. Extra duty activities shall occur outside the regular instruction day unless approved by the Board of Education.
2. No Extra Duty position shall be given an additional planning period.
3. Principals shall review the job descriptions each year with each person assigned an extra duty position.
4. Payment for Extra Duty contracts will be paid in installments over the time of the assignment.
5. Payment for Extra Duty contracts is limited to the fiscal year the work was performed, no late/retroactive contracts will be paid.